

Strategic Plan 2024



International School of Tanganyika

Challenge | Support | Inspire

This strategic plan was adopted in March 2024. The plan was a result of a highly consultative process which involved surveys as well as open meetings with parents, students, alumni, and staff. The suggestions from the community were incorporated into the entire plan and set the stage for advancing IST further to achieve our updated mission.

The IST community had multiple opportunities to share their insights on the school's strengths, areas for improvement, future opportunities, and potential risks. They also helped address key questions about IST's future.

The Strategic Planning Team included representatives from across our community, including parents, board members, teacher assistants, students, alumni, and support staff. This diverse group of volunteers was selected to ensure that all stakeholder groups were represented. Together, under the guidance of a facilitator from Transformation Systems, they reflected on what IST means to the community and what we aim to accomplish in the years ahead.

As part of this process, IST welcomed a visiting team from the Council of International Schools (CIS) and received approval to explore CIS's Pathway 2: Global Citizenship as our chosen accreditation framework, which will be supported by our strategic work.





CORE VALUES

- Respect
- Service
- Well-being
- Belonging
- Growth

MISSION

Challenge, support and inspire all learners to become accountable citizens who find their own paths and thrive in a dynamic world.

VISION

IST is a pioneering International Baccalaureate Continuum school that ignites a life-long passion for learning.

We are a diverse and vibrant community that values student agency and cultivates local and global partnerships, in an open and adaptive learning environment.

IST fosters exploration, collaboration, and authentic experiences that develop resilient and compassionate individuals.

MISSION IMPACTS

- An accountable citizen recognizes their impact and responsibility to their communities. They are equipped with knowledge, empathy, and ethical commitment. They embody the school's values and contribute positively to society.
- Learners will collaborate with mentors and are empowered to explore diverse opportunities that extend and enrich the curriculum.
- Learners are self-driven, curious and confident. They are creative and imaginative thinkers who can develop solutions, seize opportunities, and adapt in the face of adversity.



STRATEGIES

In order to support our mission, vision and values, IST will:

Strategy 1 - Leveraging Community

Leverage the IST community and local and global partners.

Goals:

- Audit SS advisory programming
- Update list of alumni who we can connect with and collaborate with
- Continually communicate progress on the strategic plan to ensure school-wide alignment
- (see strategy 3 for related curriculum ties to this strategy)
- Collect data on community partnerships
- Design and begin to implement mentoring program in SS
- Build mentoring capacity through professional development
- Celebrate successes and promote programs

Strategy 2 - Professional Growth

Attract, develop, and retain exceptional professionals who embody IST's mission, vision, and values.

Goals:

- Re-form Teachers Association
- Create/Refine a Profile of IST Faculty including teachers, TAs and leadership; publish on website and use when recruiting
- Investigate and select new health insurance options for 2025-2026
- Revise/develop new inspirational faculty appraisal and growth system that aligns with mission and core values
- Review PD system and opportunities and identify pro/cons of component parts
- Continue to implement Feedback for Growth and consider how this might be a part of the new appraisal system

- Implement new appraisal system
- Revise/refine recruitment processes using enhanced IST profiles
- Revise/refine PD systems based on audit findings from year 1 and begin to implement
- Review functionality of enhanced appraisal and growth system
- Consistently align recruitment practices and growth model to appraisal systems and missions/core values

Strategy 3 - Innovation & Learning

Explore, create, and implement innovations in the educational ecosystem in support of learner agency, academic rigor, and the pursuit of excellence.

Goals:

- Develop Restorative Practice through ES circle, homeroom, further professional development and related behavioral procedures
- Audit curriculum through lens of Service Learning to capture opportunities for action both within the curriculum and the ASA program
- Define ideal learning spaces which support exploration, creativity, innovation, learner agency, academic rigor and pursuit of excellence
- Enhance ES STEAM programming including developing a vision for integration and the use of the new space
- Implementation of Toddle at all levels to improve LMS, assessment, reporting and planning
- Refine assessment and reporting practices in ES literacy and maths assessment
- All staff trained in Restorative Practice
- Implement Restorative Practice across the school
- Consider a full time "Community Engagement" coordinator (*depends on enrollment)
- Prototype a newly designed learning spaces in ES
- Budget for and implement increased STEAM programming in ES
- Fully implement Restorative Practice at IST

Strategy 4 - Future Focus

Implement transformative approaches to resource management focused on environmental responsibility and efficiency, financial viability, and institutional continuity.

Goals:

- Capture and communicate sustainable efforts in facilities over the last 10 years
Link to curriculum
- Investigate programs, partners and resources to move us forward
- Form a Green Committee including representation from students, staff, parents
- Work with experts to identify avenues for financial sustainability and reporting
- Work with Fielding International to refresh the Master Site Plan for the next 10+ years
- Communicate and implement best practices for bidding, quotation and selection of service providers
- Work with industry experts on environmental sustainability audit of all school operations and functions
- Begin implementation of all findings from audits, Master Site Plan
- Fully implement Restorative Practice at IST



INTERNATIONAL SCHOOL OF TANGANYIKA

P.O. Box 2651

Dar es Salaam, Tanzania

Tel: 255-684-228882/3

Facebook: istafrica

Twitter: istafrica

LinkedIn: international-school-of-
tanganyika

Instagram: istafrica

YouTube: The International School
of Tanganyika IST

www.istafrica.co.tz

